Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

April 30, 2010

Également disponible en français

The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Recent Collective Bargaining Settlements

Summary reports of collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. For a complete list, see Listing of Ratified Settlements by Province.

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Quebec City of Gatineau Fédération des employées et employés de services publics inc. 760 outside employees **1345602**	Jan 10
Ontario House of Commons Public Service Alliance of Canada 330 operating employees **0829410**	Feb 10
McMaster University Canadian Union of Public Employees 3,180 teaching assistants **0528113**	Nov 09
Manitoba Maple Leaf Foods Inc. United Food and Commercial Workers Canada 2,220 plant and maintenance employees **1226103**	Jan 10

Canada

Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CPAA	6,460	ARB	Dec 09
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Government of Canada	Various unions	3,870	B	Nov 09
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Federal Jurisdiction, Private Sector				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
VIA Rail Canada Inc.	CAW Canada	2,910	CO	Dec 09
NAV CANADA	IBEW/CAW Canada/PIPSC	1,980	B	Aug 09/Apr 10
Canadian Pacific Railway	IBEW/Teamsters Canada	1,500	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	CO	Jun 09
TELUS Communications (Quebec) Inc.	CUPE	1,010	CO	Dec 09
Groupe TVA Inc.	CUPE	1,000	CO	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Maritime Employers Association (Que.)	CUPE	950	CO	Dec 08
Jazz Air Limited Partnership	CFAU	780	CO	Jun 09
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B	Mar 10
Gouvernement du Québec	Various unions	68,990	B	Mar 10
Government of British Columbia	BCGEU	29,000	TENT	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B	Mar 10
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	CO	Mar 08/Mar 09
Alberta Health Services	UNA	23,500	B	Mar 10
Community Social Services Employers' Association	BCGEU	15,000	B	Mar 10
Ontario Hospital Association	SEIU	15,000	MED	Oct 09
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Government of Manitoba	MGEU	13,500	B	Mar 10
City of Montréal	Various unions	13,360	ARB/B	Dec 06/Aug 08
Government of New Brunswick	NBUPPE/CUPE	12,160	B	Dec 08–Mar 10

Employer	Union	Employees	Status*	Expiry Month
Regional Health Authorities of Manitoba	MNU	11,000	B	Sep 09
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Government of Nova Scotia	NSGEU/CUPE	7,690	B	Oct 09/Mar 10
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Emergency Health Services Commission (B.C.)	CUPE	3,500	B	Mar 10
Government of Yukon	PSAC	3,200	TENT	Dec 09
British Columbia Hydro and Power Authority	COPE/IBEW	3,140	B/TENT	Mar 10
City of Toronto	IAFF	3,000	B	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Prince Edward Island	UPSE	1,950	B	Mar 10
Prince Edward Island Department of Health	IUOE/UPSE	1,610	CO/ARB	Mar 09
City of Saskatoon	CUPE	1,490	B	Dec 09
Hydro-Québec	Engineers	1,490	B	Dec 08
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Halifax Regional School Board	CUPE	770	B	Jul 09

Employer	Union	Employees	Status*	Expiry Month
Government of Yukon	YTA	750	ARB	Jun 09
Government of Nunavut	NTA	640	MED	Jun 09
Provincial and Territorial Jurisdictions, Private Sector				
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	B	Apr 10
Construction Sector (Ont.)	Various unions	87,990	B	Apr 10
Canada Safeway Limited (Alberta)	UFCW Canada	10,725	B	Mar 10
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	7,500	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Suncor Energy Inc.	CEP	3,200	B	Apr 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	B	Apr 10

Employer	Union	Employees	Status*	Expiry Month
Leisureworld Inc.	SEIU	2,070	B	Apr 10
Central Care Corporation	Various unions	1,660	B	Mar/Apr 10

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Government of Canada	CSN	5,950	May 10
Federal Jurisdiction, Private Sector			
Nothing to report.			
Provincial and Territorial Jurisdictions, Public Sector			
Government of Nova Scotia	NSTU	10,000	Jul 10
Universities (Ont.)	Various unions	6,870	May/Jun 10
City of Regina	CUPE	1,200	Dec 09
Provincial and Territorial Jurisdictions, Private Sector			
XL Foods Lakeside Packers	UFCW Canada	2,100	Dec 09

Major Work Stoppages

Involving 500 or more employees from **April 2 to April 15, 2010**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
University of Montréal Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec 2,433 lecturers	Wages, class size, access to retirement allowance	Feb. 24/2010 Feb 15/2010 Rotating strike	Apr 11/2010
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 870 production employees	Not available	Aug 3/2009 Lockout	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Innovative Workplace Practices—First Quarter 2010

The Labour Program publishes a quarterly overview of workplace innovative practices. This overview is based on a review of 40 collective agreements ratified during the first quarter of 2010. The following provisions are considered to be innovative or of particular interest.

Compensation

The Canadian Forest Products Ltd. and the 2,300 mill employees represented by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, operating at various locations in British Columbia, have agreed to introduce an **employee investment plan**. The plan stipulates that employees will invest a percentage of their vacation and holiday pay entitlements into company operations as an incentive to upgrade equipment and improve sawmill efficiencies. Employees will be repaid their investment on a

lump-sum quarterly basis depending on the return on the Return Capital Employed as Reported Quarterly by Canadian Forest Product Ltd. - Solid Wood Results.

The Nova Scotia Association of Health Organisations and the Canadian Union of Public Employees (CUPE) have introduced a **compensation incentive** for employees willing to return to work following retirement. A retired employee who returns to work in a temporary or part-time position will be classified at the same level held prior to retirement. In addition, the employer must advise employees of the possibility of returning to work on a temporary or part-time basis while maintaining retirement benefits.

Springhill Farms and Freezerco in Neepawa, Manitoba and the Commercial Workers of Canada have agreed to a **market rate adjustment** and will undertake a **maintenance wage survey** of ten competitors who represent industries that are in direct competition for human resources. The positions reviewed will consist of skilled trades; licensed stationary engineers; apprentices and dual tickets equivalent to 2nd Class Engineers. The highest and lowest rates obtained in the survey will be removed and the remaining eight average rates then calculated into a simple average. If this average is more than 3.0% above the Springhill Farms rate, the rate will be adjusted to reflect the higher rate.

Health and Welfare

Pension Plan

Maple Leaf Foods and the United Food and Commercial Workers of Canada agreed to change the **pension plan** for the plant and maintenance employees operating in Brandon, Manitoba. Effective January 1, 2010, the **Canadian Commercial Workers Industry Pension Plan** (CCWIPP) is replaced by the **Maple Leaf Foods** (MLF) pension plan:

- The plan provides benefits equal to 42.5% of employee contributions plus $144 for each complete year of MLF plan seniority. Although usual retirement age is 65, employees will be able to retire from active employment at age 60 without a reduction of their pension. Those retiring between 55 and 60, and having completed their years of service, will receive a modified early retirement reduction with pension benefits reduced by 0.5% for each month by which retirement precedes age 60.
- Employees hired on or before the date of ratification will be enrolled in the new plan immediately. Those hired after that date will be subject to the plan waiting period. Employee contributions will be phased-in starting at 0.0 % of regular earnings as of January 1, 2010 to 2.5 % on June 29, 2013.
- Employees hired prior to January 1, 2010 who had previously participated in the CCWIPP will be eligible for a past service benefit provided by the MLF pension plan. Employees 60 years of age or older who elect to retire prior to January 1, 2012 are eligible for a lump-sum of $3,500.

Working Conditions

Job Security

The House of Commons and the Public Service Alliance of Canada (PSAC) have introduced a **job protection** provision which allows seasonal employees who are absent for a period of over 20 sitting days due to unpaid maternity or parental leave, to care for preschool aged children, a parent or spouse, for the education of a preschool aged child, or for disability or sickness with a medical certificate, do not lose their status as an unspecified accredited employee.

Verreault Navigation Inc. and the Fédération de la métallurgie, CSN have also agreed to a **job security** clause which stipulates that ship maintenance employees covered by the collective agreement will not be laid-off, suspended or prevented from returning to work as a result of the subcontracting of work by the employer.

Springhill Farms and Freezerco, Neepawa, Manitoba and the Commercial Workers of Canada have negotiated a **layoff and recall/seniority protocol** which will be applied separately for employees at both Springhill Farms and Freezerco such that no Springhill Farms employee will be entitled to exercise seniority over a Freezerco employee or vice versa. However, in circumstances where work volume at Freezerco is reduced to the point where a layoff or reduction of hours is necessary, the employer may temporarily transfer Freezerco employees to the Springhill Farms operations.

Foreign Worker Program

Maple Leaf Foods, Springhill Farms and Freezerco in Brandon and Neepawa, Manitoba and the Commercial Workers of Canada, Local 832 have introduced the following provisions for **Foreign Workers**:

- **Immigration Paperwork** - The employer agreed to process the required paperwork for migrant workers who are part of the bargaining unit and who have come to Canada under the federal *Temporary Foreign Worker Program*. This will include all appropriate work permit renewal applications and forms required for permanent residency under the *Foreign Worker Provincial Nominee Program*.

- **Translation** - The employer agreed to pay for the translation of the collective agreement into any language that is the first language for 50 workers or more. The employer will also translate the Employee Handbook into any language that is the first language for 50 workers or more. The parties will share on a 50/50 basis the cost for any additional documents they agree need to be translated. Additionally, the employer agreed to provide translators whenever required by foreign workers.

- **Foreign Worker Termination** - In the event of the termination of a non-probationary foreign worker, the parties agreed that an expedited arbitration hearing should take place within 6 weeks of the termination. The employer will continue to process all the necessary paperwork required for the employee to remain in Brandon until such time as the arbitrator's award is received.

Labour-Management Committees

L'Université du Québec à Trois-Rivières and the Canadian Union of Public Employees representing lecturers have agreed to establish committees that will be mandated to:

- Review admissibility criteria to determine whether it's possible to accelerate enrolment in the pension plan;
- Review the calculations for salary determination;
- Evaluate the integration of the lecturers into the new academic structures;
- Evaluate tasks related to oversized groups, videoconferencing, the offering of new courses and make-up exams.

Previous articles on innovative workplace practices are available under Innovative Workplace Practices.

Coming in the Next Issue

- Wage Settlements—**March and 1st Quarter 2010** Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Client Services at 1-800-567-6866 - Ottawa-Gatineau area at 819-997-3117

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